

Snake River Middle School Differential Pay Plan 2013-2014

Staff Involved:

Carol Adams, Matt Bombard, Randy Brady, Emily Cade, Cydnee Capson, Marian Cummings, Mindy Davison, Sydnee Hale, Suzanne Hieb, Dave Kerns, Lisa Martin, Jill Munson, Susan Shawver, Celia Simmons, Colleen Winder, & Romie Van Orden

For the individual portion of the differentiated pay plan, the Middle School teachers will meet as a team for 14 hours at a rate of approximately \$33.33 per hour for a total of approximately \$473.54. The team will meet for 9 hours during a structured retreat in Island Park August 5 & 6, and for 4 hours following the district half-day in-service days on October 11, November 22, & December 13. January through April hours after in-service dates will be designated for those who missed the afore-mentioned dates due to family obligations or circumstances of illness. The time will be utilized to work on curriculum mapping and to create in-depth intervention plans for students utilizing the Snake River School District's Student Success Intervention model.

Teachers will manage this time to become experts with the data in the Milepost program and how that data is used to plan and allow success for all students. In addition to focusing on student intervention plans, teachers will utilize this time to collaborate on curriculum and post their curriculum maps to the District website, work on technology in the classroom and how to best create lessons that incorporate the use of the Google Chrome Books as a means to further student learning and success. Teachers with part-time responsibilities at the Middle School such as Matt Bombard, Randy Brady, Marian Cummings, and Colleen Winder will attend enough to receive the prorated portion of the pay at the Middle School.

Jill Munson will also be able to work with Mavis Nelson at Rockford Elementary on the District's Gifted and Talented program for at least one of the designated time periods.

All teachers will submit evidence of their work to the building administrator within one week after each session.

For the portion of the differentiated pay plan with regard to student achievement, The Middle School will measure student achievement and growth utilizing Aimsweb benchmarks in Fluency, Comprehension, and Math. The expected growth as a school in these areas will be 5%-10% as measured from the first benchmark in September to the 3rd and final benchmark in April.